

Types of Change

A Venn diagram with three overlapping circles. The top-left circle is labeled 'Personal', the top-right circle is labeled 'Organizational', and the bottom circle is labeled 'Societal'. The circles overlap in various combinations, and all three overlap in the center.

Inevitability of Change

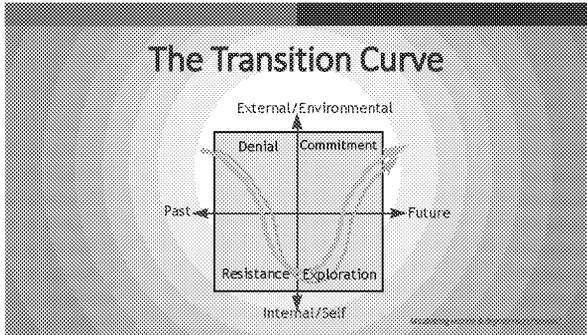
- Pace of change is accelerating
- Only two outcomes:
 - Change Master
 - Change Victim

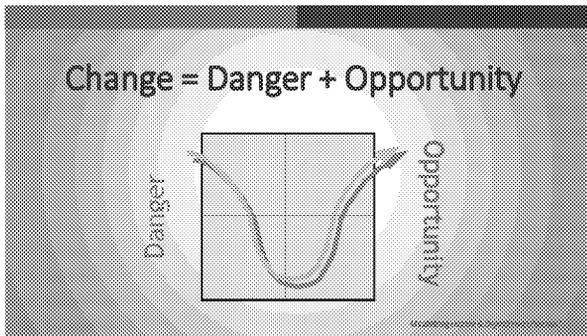
A diamond-shaped road sign with a black border and the words 'CHANGE AHEAD' in bold, black, sans-serif capital letters.

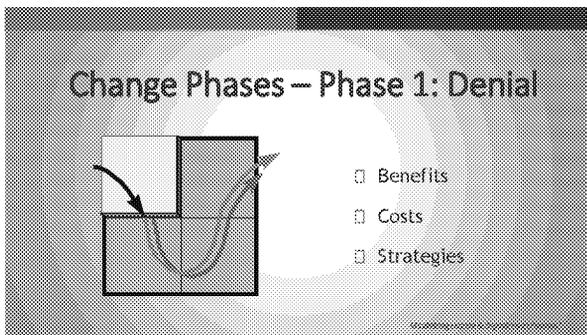
Remembering Change

A signpost with two directional signs. The left sign is labeled 'PAST' and the right sign is labeled 'FUTURE'. The signpost is set against a background of a cloudy sky.

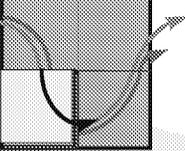
- What did you think?
- What did you feel?
- What did you do?
- What did you learn?
 - Non-productive change behaviors
 - Productive change behaviors







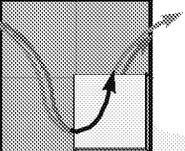
Change Phases – Phase 2: Resistance



- Benefits
- Costs
- Strategies

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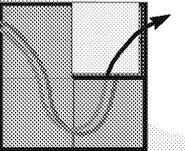
Change Phases – Phase 3: Exploration



- Benefits
- Costs
- Strategies

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Change Phases – Phase 4: Commitment



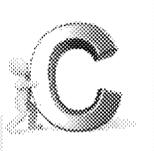
- Benefits
- Costs
- Strategies

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Change Management Strategies

The Four C's:

- Commitment
- Challenge
- Connection
- Control



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Commitment

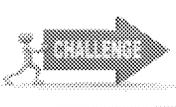


- Accept the need to change
- Understand the change direction
- Commit to growth and success

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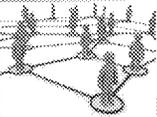
Challenge

- Take responsibility
- Experiment
- Substitute challenging beliefs
- Rehearse positive imagery



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Connection



- People as a resource
- Reaching out to others
- Creating a support network

Becoming a Change Master

		Take Control	
		Can Control	Control Control
Action	Mastery	Wheel Spinning	Giving Up
Risk Action	Giving Up	Letting Go	Risk Zone

Summary

- Commit to the change
- Challenge attitudes & beliefs
- Connect with others
- Take control

How to Contact ESPYR



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or

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